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Attachment 18

Inspector General's Recommendation Number 8, page 75

Recommended DCI Action: Approve as modified

Inspector General's Statement

Recommended that:

The DD/P, as well as the DD/I and DD/S, strongly recommend to their division chiefs, assistant directors and other senior officers that they familiarize themselves, through attendance thereat, with the contents of the Introduction to Overseas Effectiveness course.

DD/P Comment

✓ Concur in principle. In theory, we strongly support the Introduction to Overseas Effectiveness which was prepared and introduced at the request of the Clandestine Service. In practice, support of this course by the Clandestine Service has so far been weak. It was given a special running some time ago attended by a representative cross section of Clandestine Service officers including a number of senior grade, in order to get the frank reaction of these officers to the course. The reactions were almost unanimously favorable. We are now endeavoring to assess the possibility of our maintaining a reasonable rate of attendance, to include some senior officers, and shall shortly discuss its scheduling with OTR.

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Attachment 19

Inspector General's Recommendation Number 9a, page 92

Recommended DCI Action: Disapprove

Inspector General's Statement

Recommended that:

The DCI establish as Agency policy that all junior professional officers enter Agency employ through the JOTP.

DD/P Comment

✓ Non Concur. Although this recommendation appears to be concerned primarily with the recruitment of specialists for the DDI and DDS, its adoption would of course affect the practice of the Clandestine Service, as well. We now look to the JOTP as our principle source of young professionals. There are however other categories of young professional employees, for instance technicians for TSD, whose value lies in their specializations and who might not in all cases meet the "generalist" requirements of the JOTP. Rather than see these standards seriously modified we would prefer to maintain our present elasticity in recruitment practices. While recognizing the stress on "junior" in this recommendation, we would emphasize the importance of a continuing flow into the Clandestine Service of middle (and sometimes senior) grade newcomers with particularly valuable experience, characteristics, or abilities. Even though some of these might fall within the normal age limits of the JOTP, it is possible that they might gain more from the right kind of on-the-job handling than from the standard JOT training period.

The fear has sometimes been expressed that by recruiting under more than one system we risk setting up categories of first and second class citizens. We incline to feel there is little risk of this when the factors of experience or special skills on the part of directly-recruited non JOT's are put into the balance. As a further hedge against any such development we recommend that the doors of the JOTP be kept generously open to young officers already in the Agency who have demonstrated qualities that justify a more flexible standard of educational prerequisite than is normally applied to the newly recruited JOT.

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